

EXECUTIVE SECRETARIAT

ROUTING SLIP

TO:

		ACTION	INFO	DATE	INITIAL
1	DCI				
2	DDCI				
3	EXDIR				
4	D/ICS				
5	DDI				
6	DDA	X			
7	DDO				
8	DDS&T				
9	Chm/NIC				
10	GC				
11	IG				
12	Compt				
13	D/Pers				
14	D/OLL				
15	D/PAO				
16	SA/IA				
17	AO/DCI				
18	C/IPD/OIS				
19					
20					
21					
22					
SUSPENSE		30 March, 1984 Date			

Remarks

Direct reply please, info this office.

[Signature]
Executive Secretary
22 March 1984

Date

3637 (10-81)

En: Per EO/DDA, O/Personnel buying
 [] in for me Per interview. No written
 response will be required. Action completed.
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Executive Registry

84-1283

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March 9, 1984

Mr. William Casey
Director
Central Intelligence Agency
Washington, D.C. 20505

Dear Mr. Casey:

Writing to you may prove to be an exercise in futility, but I am nonetheless compelled to do so because I am convinced that the recruitment division of the C. I. A. has treated my application for an operations officer position in an arbitrary and unfair manner.

Last December 8th I responded to one of a series of quarter-page ads which appear frequently in the WASHINGTON POST, THE WALL STREET JOURNAL and in dozens of newspapers throughout the country. I was then and still am absolutely committed to the idea of serving our country's security needs through a career as an operations officer in the C.I.A. I met or exceeded all of the qualifications listed in the ad.

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After a six-week wait, I was sent a cryptic letter from a [redacted] together with an entrance ticket for the all-day professional testing in Roslyn, Virginia. I took the test on January 31, 1984. I would point out that the entrance ticket instructed the test taker to "submit all application materials as quickly as possible". Yet I had been sent no application materials whatsoever. When I questioned the test-giver about this I was told to disregard the instruction about the submission of application materials. After nearly five weeks of tense waiting, I was sorely disappointed to receive this week a poorly duplicated form letter apprising me that "Your employment application has been reviewed carefully by agency officials ... no vacancy has been found which is compatible with your background and experience." Absurd! My background could not match the profile indicated in your newspaper ad more closely if the writer had used my resume.

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I can think of no reason why my candidacy was rejected other than a poor performance on your "professional applicant examination". But if this is the case, why not honestly tell me that I failed the test and the reason why? Why obfuscate with phony statements about there being no position compatible with the applicant's background?

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Surely well qualified and highly motivated applicants who have gone to considerable trouble deserve better treatment and a fuller explanation for their rejection than this sloppy, unprofessional form letter. I know of no other government agency or private employer who having used an entire day of a candidate's time discards him or her in such cavalier fashion and with an utter lack of courtesy.

Why cannot the C.I.A. send a candidate his test scores [redacted] or at the very least indicate on which portion of the examination an applicant turned in a poor performance? Is it really necessary to keep candidates dangling for six weeks after receipt of the resume and another five weeks after testing? Besides engendering resentment on the part of applicants, what possible benefit does the C.I.A. derive from this agonizingly slow process?

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To be rejected because of lack of qualifications or insufficient test scores is understandable. To be trashed without any explanation at all is the height of callousness. When I called the recruitment division yesterday in an effort to talk to [redacted] Deputy Director of Employment, I was told that he was out of town. I was filtered down to your Division 3 level and spoke with [redacted], neither of whom knew anything about my application.

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I was also told [redacted]

[redacted] that competition is very keen. If this is the case, why does the C.I.A. continue to place ads in national publications, ads that give the impression that there is a likely prospect of early employment? Should you not at least make clear in the ad that the application procedure [redacted]

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[redacted] drags on for months and that the chances of surviving the cuts in employment are at best extremely low? Your agency does not seem to be aware that applicants are people, not ciphers to be discarded with no thought of their reactions.

I have taken the step of writing to you personally, Mr. Casey, because you are the director, and I think you should be aware of my belief that I did not receive a fair chance to demonstrate my suitability for employment with the C.I.A. At the very least, common decency dictates that I be told why I am inadequate for further consideration. I remain firm in my commitment to seek a career with the C.I.A. I have a valuable contribution to make. Can I count on your help?

Yours sincerely,

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